



First Hmong Missionary Alliance Church

5500 Stettin Dr, Wausau, WI 54401 (715) 842-9218

Disciple-Making Pastor Job Description:

General Description: First Hmong Missionary Alliance Church is a growing church that sees itself as an Oak Tree church. We desire to have family services which include a one service for all generations. This requires a very specialized staff who can speak both Hmong & English fully. Preaching would be desired to be done in a 50/50 split between Hmong & English. We have decided to structure our Disciple-Making model with option 2 (DM Pastor is Amenable to the Senior Pastor). We are currently excited to invest into the younger generation, but while preserving space & spiritual growth to our Hmong Speaking members. We are looking for someone who can meet the language needs of the church while leading and developing in the discipleship principles.

I. Disciple-Making Pastor Description

- The Disciple-Making Pastor reports directly to the Senior Pastor.
- The Disciple-Making Pastor will oversee our 5 ministry Departments:
 - a. Children's Ministry (Full English)
 - b. Youth Ministry (Full English)
 - c. English Ministry (Full English)
 - d. Hmong Ministry (Full Hmong)
 - e. Senior Citizen's Ministry (Full Hmong)
- The Disciple-Making Pastor will also have a Disciple-Making Advisory Team.
- The Disciple-Making Pastor will also have oversight of the Discipleship Groups (Small-Groups)
 - a. Creating & aligning the church with discipleship principles & languages for the local church.

II. General Duties:

- Meetings:
 - a. Disciple-Making Advisory Team Meeting
 - b. All 5 Department meetings
- Counseling
 - a. Personal & Couples counseling
 - b. Marital Counseling
 - c. Disciplinary Counseling
- Work Week from Wednesdays until Sunday. (Monday & Tuesdays off) 40 hrs per week.
- Assist with Weddings, Funerals & special events.
- Assist with Preaching on Sundays
- Assist with Teaching for Sunday School
- Assist with Pastoral Care

III. Qualifications

- The Discipleship Pastor must meet the qualifications of 1 Timothy 3:1-7 & Titus 1:6-9

- The Discipleship Pastor must demonstrate a clear call to vocational ministry.
- The Discipleship Pastor must have earned a bachelor's degree or higher in Biblical Studies or ministry related field. (Candidates near completion will be considered)
- The Discipleship Pastor must have sufficient ministry experience and understanding of discipleship ministries & language.
- The Discipleship Pastor must be in full agreement with our statement of faith with the Christian & Missionary Alliance.
- Must be able to speak & write in both Hmong & English language.
 - Must be able to teach fully in Hmong when required.
 - Must also be able to teach fully in English when required.
 - Must be able to preach in a one-service which includes Hmong only listeners & English only listeners.

IV. Essential Competencies and Skills

- Communication Skills. Strong oral and written communication skills.
- Detail Oriented. Strong administrative, organizational and interpersonal skills. Ensures that all tasks are done correctly, thoroughly, and with precision.
- Scheduling must be a strength as we book everything online with our integrated calendar.
- Technological Skills. Possesses strong technology skills and the ability to learn and work with multiple platforms while considering new digital solutions for ongoing improvement. Most of the work resides on Google for Business & OneDrive documents.
- A Passion for Discipleship. Must possess a clear conviction that all God's people are to make disciples and seek to fulfill the great commission. Expertise in current discipleship methods and models.
- A Missionary Heart. Loves to engage lost people with the gospel. Must have the ability to train others to share their faith.
- A Team Player. Maintain a humble spirit and commitment to teamwork with other pastors, staff, and church members.
- Trust & Confidentiality. Maintains appropriate discretion and confidentiality regarding personal information of the people of Temple.

V. Compensation

- Starting salary range will be between \$38,000-\$48,000 per year (benefits included in package).
- Most relocate to Marathon County in Wisconsin.
- Earliest Start Date: 1/1/2024 or later as agreed upon.
- Benefits must be sought out by Pastor within their salary package
 - Health Insurance included in total salary package
 - Housing included in total salary package (There is no parsonage, the pastor will need to work out living arrangements with the Board of Elders)
 - Incentives:
 - First Month's rent reimbursed
 - Health Insurance included in salary
 - Retirement (Up to 3% Matching of salary)

Contact:

For more information please contact Xf Nom Tub Yaj (Senior Pastor of FHMAC).

His email address is: toulia.yang@fhmacwausau.org

His phone number is: (920) 860-2930

Please email your resume & information.